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ABSTRACT

Concerned about falling behind the technology curve, organizations are using the Internet or intranets to provide and communicate information to their employees and create more efficient workplaces. The Internet is not just a "network of computer networks," but a medium conveying a vast, diverse amount of information. This publication is an annotated bibliography of useful Internet sites for human resources (HR). Beginning with a checklist for evaluating websites, it then provides workplace-oriented starting points, such as Workindex, HR Links (from the Society for Human Resource Management), Yahoo's Index to Human Resources on the Internet, and Workforce Online, supplying Internet addresses for each. Addresses and information are provided for other relevant topics, including professional associations and organizations; government agencies; occupational safety and health; training and development; benefits and compensation; employment and labor law; diversity in employment; sexual harassment; recruitment and job searching; arbitration and mediation; unions; labor; statistical sites; company information; Human Resources and online magazines; general news sites; HR bookstores; consultants; intranet, Internet, and HTML; and HR graduate programs and university web sites. Also included are listservs, a glossary, a subject index, and a June 1998 new sites supplement. (MLH)

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HUMAN RESOURCES
AND THE INTERNET

Suzanne Cohen and Deborah Joseph
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June 1998

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If you prefer to send an e-mail message, send to sac29@cornell.edu or dj13@cornell.edu.

INTERNET SITES FOR

HUMAN RESOURCES

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WHY IS THE INTERNET IMPORTANT TO

HUMAN RESOURCES?

More and more organizations are concerned about falling behing the technology curve. They are using the Internet or Intranets to provide and communicate information to their employees and to create more efficent workplaces. The human resources department is often at the center of this effort.

The Internet is not just a "network of computer networks." The computer networks are just the medium that carry the information. The importance and utility of the Internet is the information itself. The amount of information available on the Internet is so vast and diverse no one can begin to understand it all. The overwhelming amount of information should not discourage the human resources professional from taking advantage of this amazing resource. The ability to access Government laws, regulations and judicial decisions, online forms, company data, compensation and benefits information, demographic statistics, current news, training resources, recruitment tools, and so much more, makes learning how to use the Internet a valuable investment.

But there is more to the Internet than just the information. The Internet is people from around the world communicating and sharing. It is a wonderful way to get or offer advice, ask or answer questions, or just "chat" with colleagues. It is a new way of communicating with service providers and customers, and it is an outlet for advertisements and promotions. The Internet is becoming as important a tool as the telephone, the fax machine and the post office.

THE CHECKLIST

HOW TO EVALUATE WWW SITES

1. Purpose
   - ☐ What is the purpose of the site? (To persuade? inform? sell? outrage? entertain?)

2. Authority
   - ☐ What information is provided about the person(s) who created or contributed to this site?
   - ☐ What is their occupation? Are they researchers or professionals in their field? What are their credentials?
   - ☐ Is the author's point of view objective and impartial? Does it appear that the author or creator of this site has a particular political or ideological bias or agenda?
   - ☐ To what domain does the site belong (e.g., edu, com, gov, etc.)? This may affect the assessment of the site.
   - ☐ Can the author(s) be contacted for clarification or to be informed of new information?

3. Audience
   - ☐ Who is the intended audience and how is this reflected in the organization and presentation of the site?

4. Content
   - ☐ Based on your knowledge, is the information factual, opinion, propaganda, etc.? What kind of evidence is the author using to support their arguments or ideas?
   - ☐ Are the creators of this site posing new questions? Presenting a dissenting voice? What viewpoints are represented? What viewpoints are omitted?
   - ☐ Does this site contain advertising? What does this imply?
   - ☐ What are the sites linking to/from this site?
   - ☐ What is the relative value of the Web site in comparison to the range of information resources on this topic?

5. Currency/Timeliness
   - ☐ When was the site produced?
   - ☐ When was the site mounted?
   - ☐ When was the site last updated?

THE SITES

STARTING POINTS FOR HUMAN RESOURCES

Workindex
http://www.workindex.com
Web site from Cornell University and *Human Resource Executive* magazine. This index to other Internet resources is divided by subject area and is also searchable by keyword. Workindex is designed to provide a gateway to the best workplace-oriented web sites on the Internet. Broad range of subjects covered. Provides links to "What's New" and lists the "Editor's Choice" for best sites.

HR Links
http://www.shrm.org/hrlinks/
Web site from the Society for Human Resource Management. This index to other Internet resources is divided by subject area. Provides very specific headings such as "telecommuting," "benchmarking," and "interviewing." It is not currently searchable by keyword. Provides a link to "What's New."

Yahoo's index to Human Resources on the Internet
http://www.yahoo.com/Business_and_Economy/Companies/Corporate_Services/Human_Resources/
Index to other Internet resources for human resources divided by subject area. Most sites here have been suggested by Yahoo! users and web site owners. Allows keyword searching of these site listings.

Workforce Online
http://www.workforceonline.com/
From the producers of *Workforce Magazine* (formerly *Personnel Journal*). Free registration to use the "Research Center" which allows searching of their full text articles by topic or keyword. Search for HR software by category or keyword. Dialogue with peers and other HR experts. Career Center, Post-A-Job, and Seminar Agent also useful for HR professionals.

PROFESSIONAL ASSOCIATIONS AND ORGANIZATIONS

Society for Human Resource Management
http://www.shrm.org/
This is a great place to start for human resources information. Nice table of contents and keyword searching capability. Membership information. Buyer's guide. HR job openings. Government Affairs page monitors current legislation affecting HR. HR Magazine and other news online. Conferences. Also has a fantastic directory to Internet Resources divided by subject (Choose HR Links). Some pages are only open to SHRM members.

IHRIM -- The International Association for Human Resource Information Management
http://www.ihrim.org/
Membership information. Conference information. Management Resources Center with information on intranets, job descriptions, salaries. White papers. Buyer's Guide. Links to other Internet resources. Keyword searching ability is forthcoming. Not as extensive as the SHRM site, but it looks like they are working towards that with many areas "under construction."

International Personnel Management Association
http://www.ipma-hr.org/
Issues important to public sector managers and employees. Center for Personnel Research provides sample policies and other guidance to members, but non-members can view samples such as "NYS Internet Acceptable Use." Government Affairs, Training, and Global HR are among other topics.

IPMAAC Online!
http://www.ipmaac.org/
Home page of the International Personnel Management Association Assessment Council.
Site would be most valuable to members, but for those interested in personnel assessment there is a Library of Internet Resources.

WARIA - Workflow And Reengineering International Association
http://www.waria.com/
Useful to those interested in workflow issues and those in the process of reengineering their organization. Membership information, conferences, links to relevant web sites, job exchange, lists of vendors and consultants, bookstore.

National Association of Temporary and Staffing Services
http://www.natss.org/
Members are active in all types of staffing services available today including: temporary help, professional employer services, managed services, payroll, placement services, temporary-to-full-time services, long-term staffing, and others. Non-members can access online directories, calendar of events, an idea exchange on current topics, industry news, information on publications, and membership information. Members only site has additional benefits.

American Arbitration Association Home Page
http://www.adr.org
Membership information. Guides to developing alternative dispute resolution (ADR) programs. ADR law. Selected articles from Dispute Resolution Journal and Dispute Resolution Times. Labor arbitration rules. Can also download a complete Dispute Resolution package from the site.

IRRA Home Page
http://www.ilr.cornell.edu/irra/
The Industrial Relations Research Association. Announcements, Membership and Chapter information. Conferences. "Dialogues" by professionals on various issues. Publication titled "Perspectives on Work" which requires Adobe's Acrobat Reader.

American Compensation Association
http://www.acaonline.org/
Information and News section has bookstore and current news. Membership and certification information. 1997-1998 Total Salary Increase Budget Survey Results. Conferences and Events.

Academy of Management
http://www.aom.pace.edu/
Choose "Human Resource Management" from Divisions and Interest Groups. Membership information. Links to other Internet resources.

American Society for Training and Development
http://www.astd.org/
Legislative updates. Selected full text from Training and Development Magazine. Buyer's Guide with training suppliers and vendors in alphabetical order. Membership information. Hot topics page. Large list of training and performance links to other Internet resources.

Foundation for Enterprise Development
http://www.fed.org/
Nonprofit organization provides information about equity compensation, employee ownership and involvement, and other business strategies. More than 250 online documents.

American Society for Payroll Management
http://www.aspm.org/
Provides information on payroll industry best practices, payroll technology, federal and state legislative actions affecting payroll. Membership information. Links to other payroll resources on the Internet. Vendors. Events. Sign up to get a free issue of the monthly newsletter.

National Center for Employee Ownership
http://www.nceo.org/
Provides information on employee stock ownership plans (ESOPs), employee stock options, and other forms of employee ownership. Online library of articles. Excerpts from publications and ordering information. Membership information. Events. Links to other Internet resources. Bulletin Board online forum for discussion.

GOVERNMENT

Social Security Administration
http://www.ssa.gov/
Official web site of the Social Security Administration. Reference Guide for employers. Online publications including "Social Security Handbook", Welfare Reform updates, and "Factors in Evaluating Disability." Download Social Security Forms. Request your Personal Earnings and Benefit Estimate Statement.

U.S Census Bureau
http://www.census.gov/
Impressive site for social, demographic, and economic information. Search the site by keyword, place name, pointing and clicking on a map or use the alphabetical subject index from A-Z.

Bureau of Labor Statistics
http://stats.bls.gov/
Excellent source for labor statistics. Employment cost trends. Labor force statistics from the current population survey. Safety and health statistics. Online news releases on hot topics (i.e. "Expenditures for health care plans by employers and employees"). Both national and regional data. Keyword searching available.

U.S. Office of Personnel Management
http://www.opm.gov/
The Federal Government's Human Resources agency. Wealth of information about Federal employment, including job openings, salary tables, benefits. Information on alternative work schedules. Veterans information. Online forms.

National Labor Relations Board
http://www.nlrb.gov/
Weekly summary of cases. Search index of past decisions and orders. NLRB rules and regulations. Directory of Headquarters and Field Offices.

U.S. Department of Labor
http://www.dol.gov/
Starting point for accessing home pages of Department of Labor agencies. Media Releases. Statutory and Regulatory information. Links to labor-related data. Grant and Contract information. Download Department of Labor posters.

THOMAS Legislative Information on the Internet
http://thomas.loc.gov/
Search for Congressional Bills by title, number, sponsor, topic, or date. View the Congressional Record online. Committee information. Historical documents. View summaries of Congressional floor activity for the current week.

Employment and Training Administration
http://www.doleta.gov/
Home page is designed to accommodate different users -- Click on "For Individuals," "For Employers,"or "For Employment/Training Community". Electronic Reading Room for statutes, regulations, directives, and press releases. Welfare-to-Work resources.

Occupational Safety and Health Administration
http://www.osha.gov/
View or download safety and health online publications valuable to employees and employers. Ergonomics. Statistics & Data. Useful FAQ page. Agency information. Links to other safety and health Internet sites. Download interactive software to aid in compliance with OSHA standards.

Small Business Administration
http://www.sba.gov/
Guidance for starting and running a small business. National and State information. Searchable 8(a) Contractor listing by state. Information on Women's Business Center Program. Link to more than 2,000 other business sites arranged by subject or keyword search.

Equal Employment Opportunity Commission
http://www.eeoc.gov
Summary of laws enforced by the agency. Fact sheets. Press releases on hot topics. Information on technical assistance and training programs offered by the EEOC.

IRS forms and publications
http://www.irs.ustreas.gov/prod/forms_pubs/index.html
Tax information for individuals and businesses. Click on "Forms and Publications" for downloadable instructions, forms, and publications. Forms may also be ordered by fax. Choose "Statistics" for numbers not easily found elsewhere.

Stat-USA
http://www.stat-usa.gov
Compiled by the US dept of commerce from over 50 Federal agencies. Subscription based service available through an individual or site license. Stat-USA produces, maintains, and disseminates extensive government-sponsored business, economic, and trade information data bases. STAT-USA is the authoritative source for this data.

Above are listed only government sites most directly related to Human Resources. The sites following are starting points for all Government information on the Internet:

LSU Libraries' Federal Government Agencies Page
http://www.lib.lsu.edu/gov/fedgov.html#exec
Searchable list of government agencies, including Boards, Commissions and Committees and Independent agencies. When I looked at this site, it had been updated that same day.

Fedworld
http://www.fedworld.gov
Search a comprehensive inventory of information disseminated by the federal government. Also includes information on purchasing government documents.

Selected State Departments of Labor

State of New York Department of Labor	**http://www.labor.state.ny.us/**
State of Connecticut Department of Labor	**http://www.ctdol.state.ct.us/**
New Jersey Department of Labor	**http://www.state.nj.us/labor/**
Pennsylvania Dept. of Labor and Industry	**http://www.li.state.pa.us**

OCCUPATIONAL SAFETY AND HEALTH

OSHWEB--Index of Occupational Safety and Health Resources
http://turva.me.tut.fi/~oshweb
A subject index of websites collected by Teuvo Uusitalo of the Institute of Occupational Safety Engineering. Site is up to date and international in scope. Subfields include risk management, government agencies, construction safety, and professional organizations. Search capabilities included.

The Occupational Safety & Health Administration Home Page
http://www.osha.gov
View or download safety and health online publications valuable to employees and employers. Ergonomics. Statistics & Data. Useful FAQ page. Agency information. Links to other safety and health Internet sites. Download interactive software to aid in compliance with OSHA standards.

National Institute for Safety and Health (NIOSH) Home Page
http://www.cdc.gov/niosh/homepage.html
Various information on NIOSH including the organization's directory, toll free number, background of what NIOSH does, information on NIOSH's activities throughout the U.S.. Info on publications, workshops, extramural classes. Health hazards evaluation program.

CTDNews--Ergonomics and Workplace Safety
http://ctdnews.com
In it's 5th year, this monthly online newsletter is published by the Center for Workplace Health. Provides summaries of current and back issues CTD symptoms and preventions, ergonomic resources. Also covers special subjects such as fraud and abuse in workers' compensation. Product evaluations also available.

U.S. Workers Compensation Law
http://www.law.cornell.edu/topics/workers_compensation.html
Part of the Legal Information Institute at Cornell University's Law School, this site is a searchable database of Workers Compensation law material. In addition to Federal and State materials, the website also has links to other references such as the Occupational Safety and Health Administration, other employment law topics, and accident and injury compensation and prevention topics.

New York State Workers' Compensation Board
http://www.wcb.state.ny.us
Background Information about the Board. Important Phone Numbers and Directions to Hearing Points. New Laws, Rules and Regulations. Press Releases. Site also includes information on Workers' Compensation Law, Self Insurance programs, managed care pilot programs, and preferred provider programs.

IAIABC Homepage
http://www.iaiabc.org
Homepage of The International Association of Industrial Accident Boards & Commissions (IAIABC), an organization of workers' compensation specialists from a number of disciplines including Government officials & regulators, business and labor leaders, medical providers, law firms, insurance carriers, rehabilitation & safety experts. The organization "serves the needs of the workers compensation system through promoting efficient and far sighted regulation and administration of the law." A repository for workers' compensation information, this site also has a page of Workers' Compensation related links .

Safety Online
http://www.safetyonline.net
Features OSHA standards, EPA rulings and new developments in the safety industry with direct links to OSHA, EPA, and other sources of information. Also provides information on sources for safety products, training, and consultation.

Center for Office Technology
http://www.cot.org
Website for a national coalition of employers, manufacturers and associations "dedicated to improving the office working environment and to promoting informed approaches to comfort and well-being issues associated with computers and office technology. " Site includes information on membership to the organization as well as facts on computer emissions, ergonomics, cumulative stress disorder and more.

Human Factors and Ergonomics Home Page
http://www.tc.cornell.edu:80/~hedge/
Created by Alan Hedge, Professor of Human Factors in the Department of Design and Environmental Analysis at Cornell University. Links to many studies in the field--some multimedia.

NIEHS-National Institute of Environmental Health Sciences
http://www.niehs.nih.gov
NIEHS, the National Institutes of Health's institute for basic research on environment-related diseases. Website gives introduction to NIEHS and briefly outline its history and research highlights, as well as provide contact and visiting information. Access to the NIEHS Clearinghouse a source of free information on environmental health effects of lead, radon, emf, specific chemicals, etc. News and Publications available from this site include press releases about scientific discoveries such as the effects of asbestos exposure, the developmental impairment of children exposed to lead, and the health effects of urban pollution.

Mid-Atlantic ADA: Federal Contacts for ADA Information
http://www.thebody.com/ada/ada.html
Contact sheet for federal, state, and local agencies throughout the United States, including Disability and Business Technical Assistance Centers and national training projects. Contact points have addresses, phone and fax numbers, and websites where available.

AIDS in the Workplace
http://www.brta-lrta.org/
Prepared by the Center of Disease Control and Prevention. Business Responds to AIDS and Labor Responds to AIDS Programs (BRTA/LRTA) work with large and small businesses and labor unions address the issue of HIV/AIDS in the workplace by providing materials and assistance in setting up HIV/AIDS programs in the workplace. These programs are in partnership with businesses and labor unions, trade associations, public health departments, AIDS service organizations, and government agencies and include such components as: policy development, manager/labor training, employee education, education for employees' families, and community service. The website provides information on the these programs as well as ordering information for manager and labor leader kits. The page also includes links to other sites and a list of publications.

TRAINING AND DEVELOPMENT

American Society for Training and Development
http://www.astd.org
Legislative updates. Selected full text from Training and Development Magazine. Buyer's Guide with training suppliers and vendors in alphabetical order. Membership information. Hot topics page. Large list of training and performance links to other Internet resources.

TrainingSuperSite
http://www.trainingsupersite.com
Packed with training information. Includes articles from TRAINING magazine as well as other magazines, and newsletters most of which are published by Lakewood publications. Info on listservs, an annotated directory of associations, a ranking of over 250 websites, FAQ, online forums, a job center, and more.

The TrainingNet
http://www.trainingnet.com/
Pull down search menu of over 150 different categories including affirmative action, benefits, sexual harassment, training programs, and more. Also offers job listings, resume posting service, teleforums, downloads, demos, and freebies, as well as a seminar finder and job finder.

International Federation of Training and Development Organizations
http://www.iftdo.org
IFTDO is an accredited Non-Government Organization to the United Nations in New York and the UN's International Labour Organisation in Geneva. Its diversified network of human resource management and development organisations links HR professionals in HR societies, corporations, universities, consultancies, government organizations and non-profit enterprises in order to identify, develop, and transfer knowledge, skills and technology to enhance personal and organizational growth, human performance, productivity, and sustainable development.

Training and Development Resource Center
http://www.tcm.com/trdev
Created by Canadian company TCM. Site includes HR Bookshop, training links, FAQ, newsgroups and listservs, an acronyms glossary and conference sites.

Training Forum
http://www.trainingforum.com
Offers training products and services featuring information from associations, conference organizers, and professional speakers and consultants. Training Forum also publishes CD-ROM training products.

Training Technology Resource Center
http://www.ttrc.doleta.gov
The Training Technology Resource Center (TTRC) was established in 1991 by the United States Department of Labor (USDOL), Employment and Training Administration (ETA) as part of an effort to create a system that delivers employment and training services. In addition the Center serves as an electronic point of access to a wide range of workforce development information and enables information sharing throughout the Employment and Training community. Website includes information on School-to-work, job training programs, skill standards, and Welfare-to-Work programs. Users can link to guides on how to train and retain new employees, etc. Good source for government information.

Human Resource Development (HRD) --Training Performance
http://www.nwlink.com/~donclark/hrd.html
Site includes training materials, including an on-line guide to implementing a training program, book reviews, links to training and learning information, news on training, and Human Resource development, and leadership guides.

Training Information Source
http://www.training-info.com
Database of training and development resources covering a range of professional topics, from Career Development to International Management This site allows user to locate, review, and register for training resources selected as best-in-class by Fortune 500 companies. Included are: Seminars Video conferences Satellite down-links Customized services Train-the-trainer search engine will allow you to search by training topics, provider name, location, and type. You can search by all the categories or just a few. Other features include a "bookstore" and an "Ask the Expert" column.

Seminar Finder
http://www.seminarfinder.com
Page allows user to locate professional seminars and continuing education courses, on a variety of topics, in cities throughout the United States & Canada. Updated regularly. User can browse by seminar location or topic. Also offers "Seminar Express" service whereby user can register for free to receive email announcements of relevant seminars.

BENEFITS AND COMPENSATION

BenefitsLink(tm) - The Employee Benefits Web Site
http://www.benefitslink.com/
Questions and Answers about Section 125, COBRA, HIPAA, and more. Comprehensive index of Internet resources alphabetically by topic. Job openings and Jobs wanted. Keyword search capability. Opportunity to communicate with people with similar benefits interests and experiences.

Benefits and Compensation Solutions Magazine
http://www.bcsolutionsmag.com/
Issues online starting with May 1997. July/August is a special Internet issue.

Compensation Link
http://www.compensationlink.com/
Developed by compensation professionals. "What's New" keeps the site up-to-date, "Discussion Group" allows one to ask or read answers to questions, "The Library" provides a good index to other internet resources by subject, "Yellow Pages" help locate products and services. "Educational Opportunities," and "Professional Directory," are two other useful options.

Integrated Benefits Institute
http://www.ibiweb.org/
Information about the mission of the Institute and its current members. Overview of publications and ordering information. Some articles on benefits topics.

Compensation and Benefits
http://www.us.kpmg.com/compben/
Compensation and Benefits analysis from KPMG Peat Marwick. Summary of Employee Benefits Law changes in 1997. Guides to health insurance portability and ERISA. Annual survey of employer-provided health plans.

Employee Benefit Research Institute
http://www.ebri.org/
Nonprofit organization committed to original public policy research and education on economic security and employee benefits. Currency of the site is proven by research here on the Teamsters-UPS strike. Fact sheets. Membership information. Ordering information for EBRI publications. EBRI testimony and presentations.

International Foundation of Employee Benefit Plans (IFEBP)
http://www.ifebp.org/
Nonprofit educational organization. Membership information and descriptions of services. Job postings. Hot topics with summaries of related articles. Details about the Employee Benefits INFOSOURCE database and document delivery service. Links to other Internet resources.

American Compensation Association
http://www.acaonline.org/
Information and News section has bookstore and current news. Membership and certification information. 1997-1998 Total Salary Increase Budget Survey Results. Conferences and Events.

The Pension Research Council Home Page
http://prc.wharton.upenn.edu/prc/prc.html
From the Wharton School of the University of Pennsylvania. Information and research on pensions and other employee benefits. Publications, working papers, symposium, and an online newsletter. Most information needs to be ordered and cannot be accessed online.

Pension and Benefits
http://www.riatax.com/pension.html
From the Research Institute of America. Not very extensive, but articles posted here are up-to-date and deal with the latest developments in pensions and benefits.

Social Security Administration On-Line
http://www.ssa.gov/
Official web site of the Social Security Administration. Reference Guide for employers. Online publications including "Social Security Handbook", Welfare Reform updates, and "Factors in Evaluating Disability." Download Social Security Forms. Request your Personal Earnings and Benefit Estimate Statement.

Salary Information

Wageweb
http://www.wageweb.com
Non-members may view national salary data for a variety of job descriptions. Includes mean, minimum, maximum, and percent bonus eligible. Members may also view data by geography, size of organization or industry.

Pencom-Interactive Salary Survey
http://www.pencomsi.com/industry.html
Salary survey for computer professionals. Enter location, industry, years of experience and skills to get results.

Homebuyer's Fair
http://homefair.com/home
Compare the cost of living in hundreds of U.S. and International cities. Provides state tax tables. Crime indexes for 500 cities. Interstate moving costs. Insurance premium estimates. Mortgage recommendations. Compute loan amount for which you may qualify. Plan your move with a custom timeline. Other interesting information for planning a move.

Yahoo's index to salary information
http://www.yahoo.com/Business_and_Economy/Employment/Salary_Information/
Links to online sources of salary data as well as companies who provide this information.

Compensation Strategies
http://www.fed.org/library/subject.html#comp
Full-text articles written by human resource professionals and experts.

Salary information
http://jobsmart.org/tools/salary/index.htm
Links to salary surveys organized by profession and negotiation strategies. Surveys come from several kinds of sources. Evaluate the information in terms of currency, geographic coverage and application to individual situations.

Retirement Information

PWBA List of Publications
http://www.dol.gov/dol/pwba/public/pubs/main.htm
Retirement pamphlets online from the U.S. Pension and Welfare Benefit Administration. For example "Simple Retirement Solutions for Small Business" and "What You Should Know About Your Pension Rights."

Retirement Planning
http://www.fidelityatwork.com/
Divided into sections for employees of private, nonprofit and government organizations. Features online calculators and worksheets. FAQs provide basic information on investment options.

Retirement Guide
http://www.aetna.com/financial/investment/game/retirement_guide.html
Worksheets. Investment basics. Model portfolios. Definitions.

EMPLOYMENT AND LABOR LAW

Employment Law materials from Cornell's Legal Information Institute
http://www.law.cornell.edu/topics/employment.html
Well organized starting point for employment and labor law. Provides overviews of the law in collective bargaining, employment discrimination, unemployment compensation, pensions, workplace safety, and worker's compensation. Links to federal and state laws, regulations, and judicial decisions in each of the above areas.

Law Journal Extra site devoted to Labor and Employment Law
http://www.ljextra.com/practice/laboremployment/index.html
Provides text of court decisions from employment-related cases around the country. Provides analysis of state and federal labor laws and weighs their impact on employers. View the Top 10 Wacky Employment Cases of 1996!

U.S. House of Representatives Internet Law Library
http://law.house.gov/100.htm
Created for Congress, but available to the general public. Links to significant court decisions. State and federal employment statutes. Links to memos and online articles.

Yahoo's index to Employment Law sites
http://www.yahoo.com/Government/Law/Employment_Law/
Yahoo's directory of employment law sites is a great starting point. Choose from their list of sites or do a keyword search to find what you're looking for. Also lists companies and firms who work in this area.

Employee relations web picks, published by New York Public Employment Reports
http://www.nyper.com/
Covers national issues on public employment with an emphasis on New York State.

Internet legal resources for Labor Law
http://www.findlaw.com/01topics/27labor/index.html
Good keyword searching capability. Divides sites into Primary materials: laws and government documents, Publications: Journals, newsletters, and articles, Mailing list and usenet groups, Government agencies, Outlines, and Software. Or choose from the alphabetical list.

Labor Law Updates
http://www.perc.net/Law.html
Provided by PERC (Public Employee Relations Council). Articles relating to legal developments of interest to human resource managers. Examples of company policies.

WashLaw Web
http://lawlib.wuacc.edu/washlaw/searchlaw.html
Provided by Washburn University's Law School, allows users to search appellate court decisions by circuit. Links to other searchable legislative and judicial materials.

LawCrawler
http://www.lawcrawler.com/
Search the entire Internet for court findings as well as articles on legal topics. Useful for international law because search can be focused on a specific country.

Human Resource Management Law Page
http://www.hrmgt.com/hrmlaw.html
From California State University—Stanislaus. Special areas of focus include independent contractor law, wrongful discharge, employment-at-will, sexual harassment and age discrimination.

Ross Runkel's Labor and Employment Law Page
http://www.willamette.edu/law/laborlaw/
Updated frequently. Summaries of current cases and developments in arbitration, employment discrimination, employment and labor law. Professor Runkel has created "unofficial" pages for agencies such as the NLRB and EEOC to try and make the information more accessible.

Nolo's Legal Encyclopedia: Employment
http://www.nolo.com/ChunkEMP/emp.index.html#3
FAQs and articles on topics including discrimination, sexual harassment, fair pay and time off, health and safety, independent contractors, losing or leaving a job, privacy. Links to Nolo Press books and software on these topics. Keyword searching available.

DIVERSITY IN EMPLOYMENT

Dept. of Justice ADA Homepage
http://www.usdoj.gov/crt/ada
Government information from the Department of Justice including ADA technical assistance materials, settlement information and agreements, new or proposed regulations, IRS tax credits and deductions, telephone contact numbers, information on building codes and more. Also included are locations for ADA mediators and a link to other sites.

EEOC Homepage
http://www.eeoc.gov
The U.S. Equal Employment Opportunity Commission's homepage offers information on employment discrimination, filing charges, enforcement and litigation, technical assistance programs, and general information on the Commission including press releases and telephone contact points.

The Job Accommodation Network (JAN)
http://janweb.icdi.wvu.edu
JAN is an international toll-free consulting service that provides information about job accommodations and the employability of people with functional limitations. Calls are answered by consultants with access to information about accommodation methods, devices, and strategies. JAN describes their mission as "assisting in the hiring, retraining, retention, or advancement of persons with disabilities by providing accommodation information" Their website includes electronic documents, links to other resources on the web, and a bulletin board.

Disability Forum
http://www.employease.com/disability
Sponsored by the Fortis Benefits Insurance Company. Information on this site is obtained from both published and unpublished sources, and from contributions of the visitors to the Forum. The Disability Forum contains both factual information and opinions. It was designed to provide a meeting place for employees,employers, human resource administrators, and insurance specialists.

American Institute for Managing Diversity
http://www.aimd.org
The American Institute for Managing Diversity, Inc. (AIMD) is a non-profit organization dedicated to education and research in the field of diversity management. Site gives information on the Institute with links to their Research department, Advocacy Services (designed to help organizations think through decision making questions). Also has links to various introductory resources on managing diversity including planning and implementation, measurement theory and methods, business rationale, and the organizational impact of managing diversity.

Workplace Diversity Network
http://www.ilr.cornell.edu/depts/WDN
Co-founded by the Cornell University School of Industrial and Labor Relations and The National Conference, The Workplace Diversity Network was created to extend "diversity learning" across organizations and work sector by breaking practitioner isolation. Network participants come from corporations, unions, small businesses, schools,community service agencies and government offices. The Network facilitates the exchange of strategies and best practices for creating effective, productive workplace environments where people can be different and still be respected and given opportunity to develop their talents. The website has registration information and link to Network Newsletter.

Employment Standards Administration
Office of Federal Contract Compliance Programs
http://www.dol.gov/dol/esa/public/ofcp_org.htm
Web site from the Dept. of Labor has search engine and "what's new" section with EEO poster in both English and Spanish as well as general information on the Office. Media releases, special reports, statutory, regulatory and compliance information, and a public domain availability list are also available.

Gay Workplace Issues
http://www.nyu.edu/pages/sls/gaywork/
Useful starting point for information on gay workplace topics. Company policies, legal protection, organizations and publications for more information. Not updated since October 1996.

SEXUAL HARASSMENT IN THE WORKPLACE

Sexual Harassment Prevention
http://www.bna.com/bnac/docsex.html
A list of training program videos and manuals from BNA Communications, Inc. Site gives description of each program and information on renting or purchasing material. Topics include: Clarifying Appropriate Workplace Behavior and Reducing Litigation Risk, Preventing Costly Sexual Harassment Complaints and Lawsuits in Manufacturing and Service Industries, Training Managers and Employees to Recognize and Resolve Subtle Sexual Harassment, Preventing Sexual Harassment in Hotel, Restaurant, and Service Industries.

U.S. Employment Discrimination Law
http://www.law.cornell.edu/topics/employment_discrimination.html
Part of the Legal Information Institute at Cornell University's Law School, this site is a searchable database of Employment Discrimination law material. In addition to Federal and State materials including links to text of The Civil Rights Act of 1964, The Rehabilitation Act, The Black Lung Act, and the The Age Discrimination in Employment, the website also has links to other relevant sites such as the U.S. Dept. of Labor.

Sexual Harassment: Myths and Realities
http://www.apa.org.pubinfo.harass.html
A publication of the American Psychological Association, this site lists basic facts and myths about sexual harassment as well as legal definitions, types of sexual harassment, and effects of sexual harassment, both psychological and work-related. The website also includes a guide for handling sexual harassment.

Sexual Harassment--What is Sexual Harassment
http://www.altosnet.com/Sampler/harass.htm
The Altos Education Network offers business courses and training for managers, professionals and entrepreneurs on the Internet. This site is a sampler of their course on sexual harassment taught by trial court judge Frances Lynch. Included in the sampler are types of sexual harassment claims, EEOC claims, and a multiple choice sample exam.

RECRUITMENT AND JOB SEARCHING

Recruitment

Recruiting links
http://members.aol.com/hrmbasics/recruit.htm
Alphabetical list of recruiting web sites. Information on discussion groups about career development.

Jobtrak
http://www.jobtrak.com/
"With over 250,000 page views per day and 2,400 new job openings daily, JOBTRAK is one of the largest and most popular employment sites on the internet.". There is a fee to post jobs here, but Jobtrak has formed partnerships with over 600 college and university career centers, MBA programs, and alumni associations so the audience is large. Job seekers (students or alumni) must obtain a password from their University career center.

Descriptions Now! Direct from Knowledge Point
http://www.jobdescription.com/
Thousands of ADA-compliant job descriptions that users can download and tailor to their own needs for a fee. Updated monthly to reflect new job titles, as well as new laws and rulings that affect how job descriptions are written. At time of writing, fees are $7.95 per description downloaded or $49 for 6-months unlimited use or $89 for 12-months unlimited use.

Employee Management Association
http://www.shrm.org/ema/
Professional Association affiliated with the Society for Human Resource Management. Recruitment and employment advertising are two areas of special interest. Link to job advertisements for the position of "recruiter" from around the country.

Recruitment Extra
http://recruitmentextra.com/
This site is divided into categories of layoffs, job and career fairs, salary surveys, unemployment figures, newspaper opportunities, magazine opportunities, lead sheet, recruitment on TV, rankings, and professional organizations. Helpful information for recruiters.

Job Searching

The Riley Guide
http://www.dbm.com/jobguide/
Great starting point. Job listings by occupation, place, population (i.e. women), or general listings. Find help with career and company research. Online resume databases. Margaret Riley writes, "All services and resources included in this guide must provide free and open access to the job listings they host or to significant other information, services, and/or resources of benefit to the job seeker...Some sites which charge for their services may be included since the information or service they offer is unique or the field or industry is not otherwise represented online."

American Job Bank
http://www.ajb.dni.us/
This site provides job listings for job seekers and also allows postings by employers. Search for jobs by keyword or using a menu or by occupational code. Post jobs free of charge after registering with the service. There is a good "Frequently Asked Questions" section to help job seekers or employers use this site. Also has links to job market information on the Internet and guides such as "Preparing your resume for the Internet."

Career Information
http://w3.one.net/~denek/Employ/emp496.htm
Job listings, recruiters, company profiles, interactive atlas, human resource information center. I'm not sure who Dennis Kaiser (the producer of the site) is but this page is good starting point.

Employment Resource Center
http://hubcap.clemson.edu/management/employ.html
From Clemson University's Department of Management. The professors who maintain this page have evaluated the job search engines for criteria such as cost to user, resume posting ability, keyword searching ability. Has links to job postings at major companies. Business directories for company research. Career guidance.

Yahoo's Employment links
http://www.yahoo.com/Business/Employment/
Great starting point with indexes to web sites for jobs, resumes, salary information, telecommuting, career planning, women's career resources and more

ARBITRATION AND MEDIATION

American Arbitration Association
http://www.adr.org
Provides up to the minute information about mediation, arbitration, and other alternative dispute resolution techniques. This site covers ADR laws, information on training programs, links to other educational resources, bibliographies, etc.

Conflict Resolution Consortium
http://www.colorado.edu/conflict/
From University of Colorado. Includes online conflict resolution course. Collection of 44 full-text case studies. Free online searching. Links to more than 650 conflict related web sources including such topics as peace research and environmental disputes. Information about education and training programs offered by the Consortium and others. Full text copies of more than 100 working papers.

Prevention & Early Resolution of Conflict (PERC)
http://www2.conflictresolution.org/perc/index.html
Founded by Theodore W. Keel, the Cornell/PERC Institute on Conflict Resolution endeavors to educate practitioners, users, teachers, and students in the field of conflict resolution. Homepage has links to PERC Bulletin, distance learning course in conflict resolution, access to roundtable of discussion in the area of conflict resolution and information on PERC projects.

Society of Professionals in Dispute Resolution
http://www.igc.apc.org/spidr
3,200 member professional association of mediators, arbitrators, dispute resolution professionals. Homepage has membership information and chapter location, publications and current programs.

CPR Institute for Dispute Resolution
http://www.cpradr.org
Nonprofit initiative of global corporations, law firms and law teachers developing new uses of alternative dispute resolution for business and public disputes. Search engine. International coverage. Offers practice tools such as Mediation Model Procedure. Full page of ADR in Industry and Practice areas including CPR publications in the areas of construction, food industry, employment, and antitrust.

IGC: ConflictNet
http://www.igc.org/igc/conflictnet
Maintained by the Institute of Global Communications, ConflictNet is one of five online communities of activists and organizations (the others being PeaceNet, EcoNet, LaborNet, and WomanNet. A gateway of articles, headlines, features and weblinks highlighting the work of practitioners and organizations.

Conflict Resolution Education Network (CREnet)
http://www.nidr.org/cren.html
The Conflict Resolution Education Network (CREnet), is national and international clearinghouse for information, resources, and technical assistance in the field of conflict resolution and education. It promotes the development, implementation, and institutionalization of school and university-based conflict resolution programs and curricula. The website includes a searchable catalog of clearinghouse materials, regional lists of programs and practitioners in conflict resolution, job listings, a calendar of conferences and upcoming events, mailing lists, and membership information.

UNIONS

AFL-CIO Home Page
http://www.aflcio.org
Information about AFL-CIO. Policy statements, boycott list. Information about organizing institute. Working Women's Department. Many links to related sites.

Union Ring
http://www.geocities.com/CapitolHill/5202/unionring.html
Privately maintained labor website based in Edmonton, Alberta. Trade union websites can register and place their homepages in this "ring" thus giving their site a wider exposure. Mostly Canadian and U. S. in scope.

International Confederation of Free Trade Unions
http://www.icftu.org
Official website of The ICFTU ,a confederation of national trade union centers, each of which groups together the trade unions of that particular country. The ICFTU has 195 affiliates in 137 countries on all five continents, with a membership of some 124 million. Site has policies and procedures of the ICFTU, links to member unions, and a press bulletin board.

Cyber Picket Line
http://www.cf.ac.uk/ccin/union
Comprehensive directory of labor on the Web. British based but global coverage.Very comprehensive World Directory of trade unions with over 1200 links to sites all over the world. Timely strike coverage in Britain and abroad.

AFSCME-the American Federation of State, County, and Municipal Employees
http://www.afscme.org
Homepage of the nation's largest public employee and health care workers union, with more than 1.3 million members. Page has organizational structure and background information, links to relevant policy and legislation, news releases and links to other sites.

Union Resource Network
http://www.unions.org
Organized under the Communication Workers of America, the Union Resource Network (URN) is a comprehensive index of Union Websites on the Internet. Currently, approximately 10% of all union websites in the world are hosted on the URN server and arranged by state or country. Search by keyword, local number or acronym of union.

LABOR

IGC: LaborNet Directory
http://www.igc.org/igc/ln/hg/unions.html
Labor news articles, jump off sites for various labor related issues, unions and labor organizations. Strike page. Good starting point for further information.

Laborlink
http://www.laborlink.simplenet.com
Gateway to reference sources in organized labor and labor relations. Numerous employment law links.

U.S. Dept. of Labor
http://www.dol.gov
Starting point for accessing home pages of Department of Labor agencies. Media Releases. Statutory and Regulatory information. Links to labor-related data. Grant and Contract information. Download Department of Labor posters.

NYS Dept. of Labor
http://www.labor.state.ny.us
In addition to departmental information such as directories, press releases, etc. this site also provides job and career resources, information for employers, law affecting employees and employers and unemployment insurance information.

Internet Labor Resources
http://www.lib.berkeley.edu/IIRL/iirlnet.html
From Institute of Industrial Relations Library at UC Berkeley. Well organized jump off sites to national and international labor resources.

National Labor Relations Board
http://www.nlrb.gov
Weekly summary of cases. Search index of past decisions and orders. NLRB rules and regulations. Directory of Headquarters and Field Offices.

Linkin' Labor Home Page
http://homedirections.com/linknlbr.html
This site is devoted to Labor and Union related topics with links to over 200 sites on the Web relating to labor and unions, including national Labor organizations. The page includes a search engine.

STATISTICAL SITES

U.S. Bureau of Labor Statistics
http://stats.bls.gov/
Excellent source for labor statistics. Employment cost trends. Labor force statistics from the current population survey. Safety and health statistics. Online news releases on hot topics (i.e. "Expenditures for health care plans by employers and employees"). Both national and regional data. Keyword searching available.

FedStats
http://www.fedstats.gov/
More than 70 agencies in the United States Federal Government produce statistics of interest to the public. The Federal Interagency Council on Statistical Policy maintains this site to provide easy access to the full range of statistics and information produced by
these agencies for public use.

Economic Statistics Briefing Room
http://www.whitehouse.gov/fsbr/esbr.html
Easy access to statistics on production, sales, orders, inventories, income, expenditures, wealth, employment, unemployment, earnings, prices, money, credit, interest, transportation, international.

Social Statistics Briefing Room
http://www.whitehouse.gov/fsbr/ssbr.html
Easy access to statistics on crime, demographics, education, and health.

County and City Data Books
http://www.lib.virginia.edu/socsci/ccdb/
Provides Web access to the electronic versions of the 1988 and 1994 County and City Data Books. Provides the opportunity to create custom printouts and/or customized data subsets. Great for local information.

Demographic Data Viewer
http://plue.sedac.ciesin.org/plue/ddviewer/
Create maps and calculate statistics for 220 demographic variables from the 1990 U.S.Census. DDViewer will map counties, county subdivisions, census tracts, or block groups. Definitely check this site out!

Statistical Data Locators
http://www.ntu.edu.sg/library/statdata.htm
From the Nanyang Technological University Library. Provides links to statistical sources organized by continent. Also provides subject guides, bibliographies and financial datc for different countries.

Council of Professional Associations on Federal Statistics
http://members.aol.com/copafs/
Current news about developments in federal statistics and links to all federal statistical agencies.

Statistical Office of the European Communities
http://europa.eu.int/en/comm/eurostat/
Choose Dutch, English, or French. Choose "Online statistical publications and indicators" for statistics about European Union countries. View press releases, statistical news, and on-line catalogues. Find out about the statistical information service provided.

Statistics Canada
http://www.statcan.ca/start.html
Easy to use site for Canadian statistics. Includes free data from the 1996 census.

Stat-USA
http://www.stat-usa.gov
Compiled by the US dept of commerce from over 50 Federal agencies. Subscription based service available through an individual or site license. Stat-USA produces, maintains, and disseminates extensive government-sponsored business, economic, and trade information data bases. STAT-USA is the authoritative source for this data.

COMPANY INFORMATION

Hoover's Online
http://www.hoovers.com
Hoover's, Inc. is a company information publisher that distributes information through a wide variety of online media and on Web sites. Covers more than 11,000 U.S. and foreign companies, both public and private, with information including a description of the company, address, officers, sales and employment figures and links to more information such as financial reports and stock quotes. Some of the search engines are free of charge, others require a subscription. Search for historical financial information and job listings by company.

Access Business Online
http://www.clickit.com/touch/home.html
Access Business Online provides business and professional people with the "most comprehensive and timely information, communication and transactions across 20 major market areas." Offers breaking news, searchable editorial archives, corporate newswires and press releases, advertising browser, forums and news groups, company profiles, directories, trade shows, conferences, seminars, and information from associations and societies both nationally and worldwide.

EDGAR Database
http://www.sec.gov/edgarhp.htm
EDGAR, the Electronic Data Gathering, Analysis, and Retrieval system, performs automated collection, validation, indexing, acceptance, and forwarding of submissions by companies and others who are required by law to file forms with the U.S. Securities and Exchange Commission (SEC). Not all documents filed with the Commission by public companies will be available on EDGAR. Filings are posted 24 hours after date of filing. User can search small business information, SEC filings, and current events analysis among others. Search by keyword, company name and ticker symbol.

Wall Street Research Net
http://www.wsrn.com
Wall Street Research Net consists of over 250,000 links to help professional and private investors perform fundamental research on actively traded companies and mutual funds and locate important economic data that moves markets. Search engines allow users to research a company (both U.S. and Canadian) by name of stock symbol. Can also research the economy, markets, business news and research publications, as well as searching information from the Dept. of Commerce, Federal Reserve sites, U. S. Courts, and international research.

Reuters MoneyNet.com
http://www.moneynet.com
Provides up to the minute business news and stock information. Users can customize stock reports and even create their own tickertape.

CompaniesOnline Search
http://www.companiesonline.com
Free registration allows user to search over 100,000 public and private companies by name, stock symbol, url, and industry. Weekly featured companies have information on annual sales, company size, owernership structure, website and email addresses, and more.

Office of the American Workplace
http://www.fed.org/uscompanies/labor
The Office of the American Workplace encouraged the adoption of innovative workplace practices and cooperative labor-management relations. One means of doing this was by disseminating information regarding "best practices" employed by high-performance companies. The profiles of those companies and their innovative practices are listed here. The Office was disbanded in July of 1996 due to lack of funding.

HR AND RELATED ONLINE MAGAZINES

SHRM--HRMagazine
http://www.shrm.org/docs/HRmagazine.html
Published by the Society for Human Resource Management. Most recent issue online along with a search engine of back issues by keyword or topic. Articles have links to other sites. Subscription information available.

Human Resource Development Quarterly
http://www.jbp.com/hrdq.html
Online information site for Human Resources Development Quarterly features table of contents for the last two years, subscription information, search engine, and links to other Jossey-Bass sites of relevance.

Industrial and Labor Relations Review
http://www.ilr.cornell.edu/depts/ILRrev
From the Industrial and Labor Relations School at Cornell University. Gives abstracts of articles from July 1994 to present. Also has information on research currently underway at other universities. Information on article submission and subscriptions also available.

The Labor Center Reporter
http://violet.berkeley.edu/~iir/clre/lcr/lcr.html
A publication produced by graduate students, faculty, and Labor Center staff. Covering labor and employment data, technical advice and commentary for labor union staff, members and libraries. The more recent articles have covered diverse topics: NAFTA, unions and democracy, the health insurance crisis, bargaining and the family, defense conversion, and the Diamond Walnut strike. Full text of articles online. Subscription and submission information also available.

Industrial Relations: A Journal of Economy and Society
http://violet.berkeley.edu/~iir/indrel/indrel.htm
Academic journal of the Institute of Industrial Relations at the University of California at Berkeley. Published quarterly. Each issue includes research articles, notes, and symposia on all aspects of employment relations and the labor market. Website gives abstracts for the two latest issues.

GENERAL NEWS SITES

CNN Interactive
http://www.cnn.com
Up to the minute. No registration required. Includes video and audio clips. Specialized "custom news" service.

New York Times
http://www.nyt.com
Free subscription online. Selected full-text. Tour for newcomers. Audio and video clips. Links to related articles. Search engine.

The Wall Street Journal
http://www.wsj.com
By subscription only. $49.00 a year. Free tour and two week trial period. Search engines include specialized searching for business and company information.

Washington Post
http://www.washingtonpost.com
Supplies image of daily front page. Search capability on most pages. Heavy on political news. Selected full text.

CNBC Homepage
http://www.cnbc.com
The daily news, business information, and stock market reports, both nationally as well as European and Asian. Site also includes bond indexes, advancers, decliners, commodities, corporate earnings, etc. In addition, CNBC's site includes a free stock portfolio manager and a database of over 500,000 detailed reports that can be immediately delivered via PDF or fax. audio and video clips, information on CNBC programming, and ordering information for videotapes and transcripts.

USA Today
http://www.usatoday.com
No subscription necessary. Updated several times a day. Feedback and interactive polls.

HR BOOKSTORES

Employee Benefits Books
http://www.benefitslink.com/benefits-bin/amazon.cgi
Benefit Link's List of Employee Benefits books from Amazon.com. Large list in alphabetical order, also has links author bibliographies from each book summary. Available for ordering online

HR Bookstore
http://www.tcm.com/hr-books/
A link off of the Training and Development Resource Center. Subject divisions such as hiring/selection, intranets, performance management, teams, training and development. Links to author bibliographies and available for ordering online.

HR Publications
http://www.ihrim.org
Choose HR Publications, and then choose HR Books & Publications. This site is a link on the IHRIM home page. Publication orders are fulfilled by Business Outreach Books (www.bizoutreach.com/), and IHRIM members get a discount.

ILR Press
http://www.ilr.cornell.edu/depts/ilrpress/
From this home page, you may access the 1997 ILR Press Catalog from Cornell University.

BNA Books
http://www.bna.com/bnabooks/index.html
A division of The Bureau of National Affairs, Inc., publishes authoritative hardcover and softcover references, guides, and fact sheets on topics of interest to attorneys, business executives, labor-relations professionals, human-resource specialists, union representatives, and government administrators. Ordering information, including an online option.

CONSULTANTS

Cornell University does not endorse the following consultants. The sites are given as examples of consultants' home pages on the Web.

Hewitt Associates
http://www. hewittassoc.com
Hewitt Associates "help organizations gain a competitive advantage by...using methods ranging from long-term management strategies to day-to-day administration and delivery of human resource services." Press releases and news articles about Hewitt are available on the site.

Towers Perrin
http://www.towersperrin.com
"Our primary aim is to help organizations undergoing change improve their performance through people. Our consultants focus on business strategy as it relates to organizational change, effectiveness and the alignment of total rewards, organization communications, human resource (HR) policies and the other factors that help foster peak performance." Fields includes general management and HR services, employee benefits services, and integrated healthsystems consulting.

Aon Home Page
http://www.alexalex.com
"Aon Corporation is a family of insurance brokerage, consulting and consumer insurance companies serving clients and policyholders through global distribution networks owned by Aon subsidiary companies." Corporate and financial information included, along with 1996 annual report.

Nardoni Associates Inc. (NAI)
http://www.nardoni.com
"NAI is a world leader in competency-based succession planning and management development systems. With a worldwide Fortune 500 clientele, NAI has assisted companies in the design and implementation of effective processes and systems to manage their critical human resources." NAI offers a variety of software products and consulting services. Product information and links to HR sites are available on website.

Sierra Systems Consultants Inc.
http://www.sierrasys.com
"One of North America's most experienced and successful Information Technology professional services organizations, we've been giving clients practical advice and helping them develop cost-effective Information Technology-based business solutions since 1966." Site has "Human Resources Information Center with articles on human resources and related subjects, Ask the Experts section and HR links.

Caras & Associates, Inc.
http://www.carasadr.com
Specializing in field of Alternative Dispute Resolution systems throughout the United States Mexico and Canada. "Specifically, our company has become a world leader in Alternative Dispute Resolution (ADR) systems through the implementation of a procedure known as Peer Review. Peer Review utilizes a fair and just process for resolving day-to-day workplace disagreements." Site includes video clips and client list.

William M. Mercer, Incorporated
http://www.hr2000.com/mercer/main.asp
The U.S. operating company of William M. Mercer Companies, Inc., William M. Mercer, Incorporated is an employee benefits and human resources consulting firm. Its subject areas include retirement consulting, health care, group insurance and flexible benefit consulting, compensation and human resources consulting, communication consulting, and human resource administration consulting. The site also includes press releases, the Mercer Report (analysis of recent developments in compensation and HR management), and surveys of new trends.

INTRANET; INTERNET, AND HTML

The Complete Intranet Resource
http://www.intrack.com/intranet
Developed by Smart Infortech, Ltd., this webpage is a searchable index of sites concerning Intranet development including the latest events, mailing lists, online demos, news and jobs. Provides information on planning, designing, and implementing intranets through articles, case studies,software packages and more Other features include 'An Introduction to Extranets' and the site's selections for Intranet Application of the Week. Updated weekly.

The Intranet Journal
http://www.intranetjournal.com
Owned by Brill Editorial Services. Features include news, conferencing tools, training-related sites, newsgroups, search tools, information on shareware and freeware (including free downloading) and evaluations of new software. Other features include a calendar of upcoming intranet and extranet-related seminars and other events. Site also has its own intranet newsgroup.

Intranet Resources
http://www.strom.com/pubwork/intranet.html
Site maintained by David Strom Inc.,a networking and communications consulting firm
specializing in Internet-related product testing. Along with some of the features listed in the above intranet sites, this webpage offers links intranet information from Netscape, Microsoft and Lotus.

The Complete Intranet Resource
http://www.intrack.com/intranet
Designed by Smart Infotech Ltd., this site provides users with a resources to aid in the research, planning, design, and implementation of Intranets. Included are articles, guidelines, vendor information, FAQ's, online intranet demos, case studies, books, related links, and a live discussion forum. Updated frequently.

Internet Service Providers
http://thelist.iworld.com
Helps locate Internet Service Providers (ISPs) in your area. Searchable by area code, country code, United States or Canada. Gives details about dial up services and dedicated services.

NCSA--A Beginner's Guide ot HTML Home Page
http://www.ncsa.uiuc.edu/General/Internet/WWW/HTMLPrimer.html
Designed by The National Center for Supercomputing Applications, this guide, which is available for downloading, is used to start to understand the hypertext markup language (HTML) used on the World Wide Web. It is an introduction and does not pretend to offer instructions on every aspect of HTML. Links to additional Web-based resources about HTML and other related aspects of preparing files are provided at the end of the guide. There is also a link to Access Online, a NCSA publication.

Glossary of Web and HTML Terms
http://www.library.cornell.edu/design/dsigngloss.html
Designed by staff of the Cornell University Library system. A good starting point for understanding the terminology of HTML. In some cases, glossary has links to fuller definitions.

Introduction to HTML (Case Western University)
http://www.cwru.edu/help/introHTML/toc.html
From Case Western University. Very thorough, well laid out tutorial cover all aspects the beginner wanting an understanding of HTML. Includes glossary, index, and Frequently Asked Questions (FAQ).

HR GRADUATE PROGRAMS AND UNIVERSITY WEB SITES

The following is a list of Industrial and Labor Relations Schools, all having degrees offered in Human Resources. To find other programs around the country you can search Peterson's guide to colleges and universities online at **http://www.petersons.com**.

All of these sites give information about their Graduate programs and in many cases have links to other important information in the field. You will be able to link to libraries with Human Resources collections, online publications, local information from the school's region and much more depending on the site.

School of Industrial and Labor Relations - Cornell University
http://www.ilr.cornell.edu/

Institute of Industrial Relations - University of California, Berkeley
http://socrates.berkeley.edu/~iir/

Industrial Relations Center - University of Minnesota
http://www.csom.umn.edu/WWWPages/Depts/IRC/

Institute of Labor and Industrial Relations - Univ. of Illinois at Urbana-Champaign
http://www.ilir.uiuc.edu/

Institute of Industrial and Labor Relations - UCLA
http://www.sppsr.ucla.edu/res_ctrs/INDUSTRI.HTM

Centre for Industrial Relations - University of Toronto
http://utl2.library.utoronto.ca/www/cir/

Industrial Relations and Human Resources - Penn State
http://www.gradsch.psu.edu/gs_programs/gs_irhr.html

School of Labor and Industrial Relations - Michigan State University
http://www.ssc.msu.edu/~lir/

Industrial Relations Research Institute - University of Wisconsin, Madison
http://polyglot.lss.wisc.edu/irri/irri.html

Institute of Human Resources and Industrial Relations - Loyola University
http://www.luc.edu/depts/hrir/

Master of Human Resources and Industrial Relations Program - Univ. of Oregon
http://biz.uoregon.edu/msir/msirhome.html

Master of Industrial and Labor Relations - University of Wisconsin, Milwaukee
http://www.uwm.edu:80/Dept/MILR

LISTSERVS

Listservs are online mailing lists created around specific themes or subjects, and anyone with email can participate in them. This is an excellent way to network with other colleagues in your field. Listervs enable the user to obtain a steady stream of information as well as sharing ideas and problems with others. In addition, many listservs are used for posting jobs.

The following information on subscribing to listservs is from the Bureau of Transportation Statistics:

To join a listserv you must "subscribe" to it. The subscription process is free, relatively simple, and requires only a few steps. At any point should you decide you no longer want to receive email from a LISTSERV, the sign-off process is also simple. Almost all subscription addresses will take one of the following formats:

list@
listproc@
listserv@
majordomo@

Following the @ sign would be the domain name of the organization hosting or sponsoring the mailing list. If the subscription address begins with "listproc@", "listserv@", or "majordomo@", then the subscription process is being administered automatically by a computer program. If the subscription address begins with "list@", where "list" is generally the name of the mailing list, then a person rather than a computer is administering the subscription process. When a person administers a mailing list, you subscribe by sending email to the appropriate address with a text message saying you would like to join the list. Then you have to wait for a reply from the list administrator to confirm your subscription. Smaller mailing lists generally have this type of subscription process. In contrast, larger, more active mailing lists are likely to have a computer-administered subscription process, where you have to follow a set of standard instructions to subscribe.

They are:

1. Address the message to the subscription address for the list (i.e. listproc@, majordomo@, or listserv@)

2. Leave the subject line blank

3. Type "subscribe list firstname lastname" where list is the name of the mailing list followed by your name in the body of the message or message box.

To better illustrate the subject process, here's an example of what you would do to subscribe to the transportation mailing list (named transp-l) at George Mason University (GMU)

1. Subscription address: listproc@gmu.edu
2. Subject line: (leave blank)
3. Body of message: Type "subscribe trasp-l john doe"

This is generally the standard subscription process for any mailing list. If this process doesn't work for a specific mailing list, you can often send mail to the subscription address, leave the subject line blank, and in the message box, type "help". This should provide you with complete instructions for subscribing to that specific list.

If your subscription attempt succeeds, you should receive a confirmation that you've been added to the list. This confirmation message will also contain important information about posting to the list, participating in the list, and unsubscribing to the list. It's often helpful to save confirmation messages, in case you ever have any questions about the mailing lists.

Once you've successfully subscribed to and joined a mailing list, you'll then begin to receive messages related to that theme or subject--all delivered directly to your email inbox. You'll find that some mailing lists are extremely active. You may receive 10 or 20 messages a day. Other lists are less active, and you may receive only one message a week, often in a digest format (where messages are accumulated, and sent out in a larger message at one time).

In addition to receiving messages, you'll also have the opportunity to send your own messages, or "post" to the list. To do this, you generally send your individual message to a specific address. This address will be different from the address you used to originally subscribe to the list, and is only used to post messages to the mailing list. Once you send your message to this address, your message gets forwarded to the other subscribers.

FINDING MAILING LISTS

Thousands of subject-oriented mailing lists are available and easily accessible via email. As the number of individual mailing lists have grown, several Web sites have been developed that organize mailing lists with broad categories, as well as providing contact and subscription information. Some of these sites are listed below:

Guide to Internet Mailing Lists
http://www.internetdatabase.com/maillist.htm
This site provides content and subscription information for over 7,000 mailing lists. Lists are organized by subject and keyword.

List of Lists
http://catalog.com/vivian/interest-group-search.html
This site provides an extensive searchable directory of subject-oriented mailing lists.

Liszt
http://www.liszt.com
The Lizst provides an index, or meta-list, to over 50,000 mailing lists. Individual mailing lists can be browsed by subject category or can be searched on keyword, names, or phrases.

LISTSERVS THAT ARE SPECIFIC TO THE HR COMMUNITY

ADA-LAW: Focus on issues related to the legal aspects of ADA
Subscribe via: listserv@ndsuvml.bitnet
Type: subscribe ada-law firstname lastname

AFFAM-L: Affirmative Action Information
Subscribe: ListServ@cmsa.berkeley.edu
Type: Subscribe firstname lastname

BENEFITS-L: Focus on issues related to employee benefits
Subscribe via: listserv@frank@mtsu.edu
Type: subscribe benefits-l firstname lastname

BETS-L: Business ethics teaching society
Subscribe via: listserv@uicvm.cc.uic.edu
Type: subscribe BETS-L firstname lastname

CAREERNET: Academy of Management listserv focused on careers research and the practice of career management.
Subscribe via:listproc@mail.erin.utoronto.ca
Type: subscribe CareerNet firstname lastname

CMDNET-L: Conflict Management Division(Academy of Management)
Subscribe via: LISTSERV@KSUVM.KSU.EDU
(Network address: CMDNET-L@KSUVM.KSU.EDU,
Listserv Manager: John Bunch, BUNCH@BUSINESS.CBA.KSU.EDU

COMPENSATION-L:
Subscribe via: listproc@frank.mtsu.edu
Type: subscribe Compensation-L your name

DEOS-L: Distance Education Online Symposium
Subscribe via: listserv@psuvm.psu.edu
Type: subscribe DEOS-L firstname lastname

DIVERSITY-FORUM: Global Diversity Forum is a new discussion group focused on issues related to diversity
Subscribe via: majordomo@igc.apc.org
Type: subscribe diversity-forum

DIVERSITY/RECRUITING & RETENTION (D-RECRUIT)
Subscribe via d-recruit-request@multiculturalnet.com
Type: subscribe d-recruit

HRD-L (Human Resources Planning & Development)
Subscribe via:majordomo@hr.trends.ca
Type: subscribe HRD-L (your internet address)

HRNET-L: Human Resources Division(Academy of Management)
Subscribe via: listserv@cornell.edu
Type: subscribe hrnet firstname lastname
Network address: HRNET@CORNELL.EDU,
Listserv Manager: John Boudreau, JOHN-BOUDREAU@CORNELL.EDU, FAX 607-255-9862

IERN-L: Focus on industrial relations and HRM issues
Subscribe via: listserv@ube.ubalt.edu
Type: subscribe iern-l firstname lastname

IRRA-L: Industrial Relations Research Association operates.
labor-management relations, labor and employment law, collective bargaining,dispute resolution, HR, international labor relations, labor markets, labor unions/labor studies, etc.
subscribe via: listserver@relay.doit.wisc.edu
Type: SUBSCRIBE IRRA

Labor-L: Labor network listserv discussing the North American labor movement
Subscribe via: listserv@vm1.yorku.ca
Type: subscribe labor-l firstname lastname

MGTDEV-L: Focus on management and executive development issues
Subscribe via: listserv@miamiu.muohio.edu
Type: subscribe mgtdev-l firstname lastname

NETTRAIN: For trainers of Internet trainers
Subscribe via: listserv@UBVM.cc.buffalo.edu
Type: SUBSCRIBE NETTRAIN firstname lastname

ODENT: National Organizational Development Network
Subscribe via: majordomo@lists.tmn.com
Type: subscribe ODNET

QUALNET-L: Discussion List for Qualitative Research in Management
Subscribe via: MAILSERV@BCVMS.BC.EDU
Type: subscribe Qualnet-L firstname lastname
(Network address: QUALNET-L@BCVMS.BC.EDU,
Listserv Manager: Ted Gaiser, GAISER@BCVMS.BC.EDU, and Bev Smith, SMITHBK@BCVMS.BC.EDU)

PAYHR-L: Focus on issues relating to payroll and HR.
Subscribe via: listserv@vm1.ucc.okstate.edu
Type: subscribe payhr-L firstname lastname

RHUMANOS: HR matters in Spanish
Register at Rhumanos at the following Web site:
http://www.cnr.berkeley.edu/ucce50/7grego.htm)

SHRM JobList: Listserv to receive jobs from HR News, SHRMs Monthly publication
Subscribe via: list@shrm.org
type: joblist first name lastname

TRDEV-L: Training & Development issues
Listserv@psuvm.psu.edu
subscribe trdev-l firstname lastname

GLOSSARY

OF INTERNET TERMS

ARPANET: Funded by ARPA to study how to make computer networks secure in the event of nuclear war, this network later split its functions, with MILNET breaking off in 1983. ARPANET was retired in 1990.

ASCII: Straight text without any special formatting or coding.

backbone: The system of high-speed connections that routes long-haul traffic, connecting to slower regional and local datapaths.

Bandwidth: The size of the data pipeline; specifically, the amount of data that can be transmitted over a particular line in a given period of time. The higher the bandwidth, the faster information can flow. Bandwidth is commonly measured in bits per second (bps).

binary file: Computer file that is not just straight typed text, and can include, for example, word processing files, spreadsheets, or graphic files.

bps: Bits per second (Also, kbps--kilo bits per second) Used to describe modem speed (i.e., 9600 bps vs. 14.4 kbps).

browser: Software program used to view Web pages. Browers like Internet Explorer and Netscape allow you to click on a link to another document, and move to a different computer where that resource is stored.

CERN: Developers at CERN, the European Laboratory for Particle Physics, in Geneva, Switzerland, designed a hypertext system to help the worldwide high-energy physics community share information. This later evolved into the World Wide Web of today.

client: Software that requests services from another computer (called the server). This model is known as client/server computing.

cyberspace: Another term for the Internet.

cybersurf: Looking for information and data on the Internet.

dial-up user: A person who accesses the Internet through a modem. This can refer either to a shell account from which the user connects to a machine that is on the Internet and uses its resources, rather than having his or her machine actually on the network; or a SLIP/PPP account (q.v.), in which the user's computer exchanges data packets directly with the Internet.

direct access: A connection to the Internet, usually made through a large organization's workstation via a leased phone line. Provides the fastest, most comprehensive, and most flexible Internet access. Also known as a permanent connection.

directory: A Web site that organizes Internet resources by subject.

domain: Part of a DNS name. The three-letter code that indicates the type of organization behind a site address (i.e., government (.gov), education (.edu), business (.com), and so forth.

Domain Name System: The system that locates the IP addresses corresponding to named computers and domains. A DNS name consists of a sequence of information separated by dots. (For example, ilr.cornell.edu). The Domain Name Service is a program that resolves domain names into IP addresses.

download: To transfer a file over a network from one computer to another.

Email (Electronic mail): Internet tool that provides the means of sending an electronic "letter or message between individuals or groups of individuals via computer. E-mail is not unique to the Internet.

FAQ:	A Frequently Asked Questions list is a document that covers basic information from a particular newsgroup or mailing list.
File Transfer Protocol (FTP):	Internet tool that allows the user to transfer (send and receive) files from one Internet connected computer to another. Especially useful when transferring large data files over the Internet.
flame:	An angry response to a message posted on a newsgroup or a mailing list. People get flamed for a variety of reasons, such as breaking Internet taboos against advertising over the network.
gateway:	Computer that connects one network to another.
Gopher:	Internet tool that allows a user to easily "browse" a site to see what type of information and data is available. Gopher sites are organized through hierarchies of menus with increasing specificity.
graphical Web browser:	Allows a user to view information at a World Wide Web site in a multi-media format and then utilize it through easy point and click access.
hits:	In network parlance, the term for results as applied to a database search. You might say, for example that Yahoo returned 65 hits when you searched under a particular keyword.
homepage:	Main page of any Web site.
host:	A computer directly connected to the Internet
hostname:	The name of a computer on the Internet. Could be almost anything that the system administrator wants to call it.
hyperlinks:	Transparent "linkages" between text and multimedia on a World Wide Web site.
hypermedia:	Transparent linkage of multimedia such as graphics, photos, sound, and video

hypertext:	Transparent linkage of textual documents to other related documents on the World Wide Web.
HTML:	Hypertext Markup Language; programming language used in the creation of Web pages.
HTTP:	Hypertext Transport Protocol. HTTP enables hytertexual browsing through the World Wide Web; the user clicks on links that are established in a Web document and moves to that document, even though it may be located on a different computer. HTTP provides for the specification of resources through Uniform Resource Locators, or URLs.
index:	One of the means developed to enhance exploration of the World Wide Web. Organized by topic like an index at the back of a book. Also referred to as catalogs, directories, and lists.
Internet:	A "network of networks" that links computers and users across the globe. Also referred to as the 'Net.
Internet Service Providers:	Companies that provide access to the Internet through different connection options.
IP:	Internet protocol defines the packet structure of a datagram; it functions at the network layer of the protocol stack. IP also defines the addressing mechanism used to deliver data to its destination.
IP Address:	A network address expressed in numbers.
LISTSERV:	A program that manages mailing lists by responding automatically to e-mail requests and distributing new messages.
Local Area Network (LAN):	A network running, usually, in a business office, connecting multiple computers to a server computer.
mailserver:	A computer that responds to electronic mail requests for information. You could ask a mailserver, for example, to send you a particular file by giving a precise command such as send index.

mailing lists: Topic-specific lists that distribute messages to interested recipients. Also known as listservs or lists.

Metanetwork: A network that is made up of numerous other networks. The Internet is the prime example.

MILNET: A network run by the Department of Defense that serves the military. Split off from ARPANET in 1983.

modem: Device that facilitates communication between two computers via phone lines.

Mosaic: First graphical World Wide Web browser developed at the National Center for Supercomputing Applications, University of Illinois, Champaign-Urbana, and released publicly in 1993.

Nameserver: A computer that manages Internet names and numeric addresses. A nameserver turns a domain name into an IP address.

netiquette: The etiquette of using the network.

Netscape: The name of a popular World Wide Web browser and company, founded by the original developers of Mosaic.

network: In general, a group or system of interconnected computer components.

newsgroup: A discussion list about a particular subject.

node: Any computer attached to a network can be called a node.

online services: Companies (e.g. America Online, CompuServe, Microsoft Network, and Prodigy) that offer value-added information services to their customers, including connection access to the Internet.

packet: The basic unit of Internet data. A message sent across the Net is assembled into packets, each marked with the address and other pertinent information, such as error-checking data. The TCP/IP protocols see to it that the packets are correctly routed and then rebuilt at their destination.

packet switching: The process of sending packets through the network, allowing for alternate routing if a particular network link fails.

players: Programs used to display multimedia files (such as video or sound). May also be called viewers.

port: The designation identifying the location of a particular program on an Internet host computer.

postmaster: The person who takes care of the mail system at a given site. The postmaster responds to queries about users on the system and makes sure the mail gets through.

protocol: Standard of communications for computers on a network.

resolution: The process of translating an Internet name into its corresponding IP address.

search engine: Provide a user-driven means of locating data and information on the World Wide Web. Users submit a search query and the "engine" searches the Internet's resources for the that meet the specifications.

server: A computer that provides a resource on the network. Client programs access servers to obtain data.

Service provider: A company that offers access to the Internet. Dial-up users obtain an account on the service provider's system and use its computers to log on to the Internet.

shell: A program that provides the interface users work with on Unix systems. A variety of shells are available.

shell account: A type of connection where the selected service provider's computer is the user's conduit to the Internet. Also known as a dial-in/dial-up terminal account.

signature: A short note, usually containing your name, address, and other information that appears at the end of mail or newsgroup messages you send. A signature is set up by creating a special file in your home directory.

SLIP/PPP: Serial Line Internet Protocol/Point to Point Protocol. A type of connection that hooks a user's computer directly to the Internet.

TCP/IP: Transmission Control Protocol/Internet Protocol. Suite of protocols that defines how certain applications such as electronic messaging, online connections, and the transfer of files are accomplished on the Internet.

Telnet: Internet tool that allows a computer user in one location to establish an online connection with another computer elsewhere. Once a connection is established, the user can access the resources of the remote computer system. Also known as remote login.

Unix: An operating system used by most service providers. Dial-up users usually encounter Unix when they log on to a service provider's system, and must use Unix commands to handle routine chores like file management.

URL: Uniform Resource Locator or Web address. Usually in the form of http://host.subdomain. Example: http://www.bts.gov.

World Wide Web: Internet tool that relies on a distributed system of interconnected linkages, or hyperlinks, when presenting information. Supports a full range of multimedia (sound, image, video, and graphics) Also referred to as the Web or WWW.

Definitions taken from The New Internet Provider, by Paul Gilster, New York: Wiley, 1995 and Internet Starter Kit Update, by Lisa Randall, Washington, DC: Bureau of Transportation Statistics, 1997.

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HelpWeb
http://www.imagescape.com/helpweb/
Easy to understand guide to getting started on the Internet. Browse specific topics such as e-mail, web, and ftp or search HelpWeb by doing a keyword search. Links to other Internet resources for more information.

Forbes 500s annual directory
http://www.forbes.com/tool/toolbox/forbes500s/
Searchable database of the 500 largest American public corporations as measured by sales, profits, assets and market value. Rank the list by market value, assets, profits, sales or list by state or industry.

Training and Seminar Locators
http://www.tasl.com
Education, Training and Development Resource Center for Business and Industry. Search by subject, product, or training provider. All providers receive approval by TASL before their program is listed.

Big Dog's Human Resource Development Page
http://www.nwlink.com/~donclark/hrd.html
Non-commercial site with information on training and development. Includes online training materials, news, links to vendors, links to people in the field of training and development, book reviews, and more.

Edmond Otis and Associates
http://www.wordpr.com/eo/
Consultants for the workplace specializing in professional and personal communication. Workshops on subjects such as workplace violence, communication training, sexual harassment.

Statistical Abstract of the United States
http://www.census.gov/prod/www/abs/cc97stab.html
View the latest three years of the Statistical Abstract of the United States online. Statistics divided into 31 subject categories. Requires the Adobe Acrobat Reader which can be downloaded free from the Adobe web site (http://www.adobe.com/prodindex/acrobat/readstep.html).

HRLive
http://www.hrlive.com
Click on links such as Layoffs, Reports, Job Fairs, Markets, The Net, and Vital Stats to get current information on these topics. Find out what the hot issues are around the country. Read the Hire Wire, an online newsletter covering the latest technology for HR professionals.

InsideHR
http://www.insidehr.com
Free registration at this site gives access to the HR Tool Kit, Best Practices info and surveys, Roundtables. Anyone may participate in online "Quick Response Surveys" dealing with current HR issues.

ErgoWeb
http://www.ergoweb.com/
Free access to case studies, reference room including ergonomic standards, buyers guide. Free registration allows participation in the ergoweb-list e-mail discussion group. Pay subscription allows access to many other ergonomics resources such as the ErgoWeb Job Evaluator ToolBox.

HRWorld
http://www.hrworld.com/
Free registration required to use this site. Search for HR jobs; read selections from HR/PC magazine; search an HR bookstore; participate in HR forums on subjects such as human resource management, compensation and benefits, information systems and technology forum; create your own "talentprofile" for recruiters to see.

Expat Forum
http://www.expatforum.com/
Information about living, working, traveling, and doing business overseas. Links to useful sites such as currency converters, how to get downtown from 100+ airports, international newspapers online. Find cost-of-living and other tips for expatriates. Participate in the "Expat Chat!" newsgroup or browse the bookstore for guides to living and working overseas.

Human Resources Law Index
http://www.hrlawindex.com/
Clearinghouse for Human Resources legal information organized by law or topic. This is a subscription service ($195/year), but you can sign up for a 24 hour free trial.